

**BILL #** HB 2488

**TITLE:** deaf and blind schools; personnel

**SPONSOR:** Farley

**STATUS:** As Introduced

**PREPARED BY:** Jack Brown

## **FISCAL ANALYSIS**

### **Description**

HB 2488 would enact a one-year probationary period for nonteaching positions at the Arizona State Schools for the Deaf and the Blind (ASDB). After this one year period, nonteaching employees would be deemed to have reached permanent employment status. The bill allows ASDB employees who have reached permanent status to appeal any discharge or suspension for more than 40 working hours to the State Personnel Board.

### **Estimated Impact**

HB 2488 would have no direct General Fund impact. The bill could lead to an increased workload for the State Personnel Board, along with a corresponding workload decrease for ASDB. HB 2488 would not adjust the operating budgets for the State Personnel Board or ASDB. The State Personnel Board estimates that each appeal costs the agency roughly \$1,300. ASDB estimates that the Personnel Board may hear 1 to 3 appeals per year from ASDB employees.

### **Analysis**

Statute currently allows the ASDB Board of Directors to determine the terms and conditions of probationary employment. HB 2488 would retain this flexibility, except that it would prohibit probationary employment status for nonteaching positions from lasting longer than 1 year, unless it is extended for employee-related reasons.

In addition, current law allows ASDB employees who are discharged to appeal their termination through due process protections as established by the ASDB Board of Directors. HB 2488 would allow this appeals process to go through the State Personnel Board. The resulting fiscal impact would be to shift the cost of hearing employee termination appeals from ASDB to the State Personnel Board.

### **Local Government Impact**

None

2/27/09